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ABSTRACT

The American Federation of Teachers has developed 11 guidelines for developing programs to prepare teachers to make complex decisions identify and solve problems, and connect theory, practice, and student outcomes: (1) professional development should deepen and broaden knowledge of content; (2) professional development should provide a strong foundation in the pedagogy of particular disciplines; (3) professional development should provide knowledge about the teaching and learning processes; (4) professional development should be rooted in and reflect the best available research; (5) the content of professional development should be aligned with the standards and curriculum teachers use; (6) professional development should contribute to measurable improvement in student achievement; (7) professional development should be intellectually engaging and address the complexity of teaching; (8) professional development should provide sufficient time, support, and resources to enable teachers to master new content and pedagogy and to integrate this knowledge and skill into their practice; (9) professional development should be designed by teachers in cooperation with experts in the field; (10) professional development should take a variety of forms, including some not typically considered; and (11) professional development should be job-embedded and site specific. (SM)

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